

# Policy Considerations for Indiana's A-F School Accountability Model

November 5, 2014

# Agenda

- Policy Considerations for the A-F Model
- Recap SBOE Guidance from October 15, 2014 Meeting
- Growth Considerations
- Next Steps
- Back-Up – Slides Reviewed at Prior Meeting(s)

# Policy Considerations for the A-F Model

- Weighting Proficiency and Growth
- Distribution of A-F grades
- Selecting and Weighting Multiple Measures
- Methodology for Calculating Growth for Accountability
- Transition Plans
- Special Student Population Considerations



**ADDRESSED ON  
10/15**

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# Recap: SBOE Guidance from 10/15 Meeting

- **Weighting Growth and Proficiency**

- Student growth is an important factor when assessing school performance as part of a state accountability system.
- The Board values proficiency slightly more than growth, given that the end result should be a child who leaves elementary, middle and high school proficient and ready for the next step in their education, training and/or career.
- The Board preferred a **weighting of 60% Proficiency and 40% Growth**, but asked to continue to see the 50% Proficiency and 50% Growth data as further revisions are made.

- **Grade Distributions**

- The Board thought that the distribution of grades presented for Option D (33% = A, 40% = B, 20% = C, 5% = D and 2% = F) accurately reflects school performance statewide.

- **Multiple Measures**

- The Board began, but did not complete the discussion on multiple measures.
- Initial guidance from the Board was that it concurred with the A-F Panel in limiting the addition of other measures that are more subjective, such as principal effectiveness, parent surveys. The Board further noted that positive results in more subjective areas are likely to translate into positive results as measured using objective criteria.

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# Understanding Student Growth Percentiles

- Indiana's Growth Model is an SGP-based model. It has been in place in Indiana since 2008. It was introduced into the state's accountability system in 2012.
- SGPs are open source and a wide variety of tools are available.
- SGPs are used in a variety of methods across Indiana's accountability system:
  - A-F grades
  - Teacher effectiveness ratings
  - Charter school contracts
  - School improvement plans
- SGPs are scale-agnostic. This means that SGPs can be used even as Indiana transitions to a new assessment system over the next few years.
- There are three SGP-based methods: norm-referenced, criterion-referenced, and baseline-referenced. These methods can be combined for purposes of school accountability. For example, Colorado uses a combination of norm- and criterion-referenced growth.

# Panel's Selection of Observed Growth

- The Panel considered the following: Gain, Categorical, Trajectory, and Observed Growth (i.e., baseline-referenced Student Growth Percentiles).
- Observed Growth utilizing baseline SGPs has the lowest correlation to proficiency scores and best reflected the Panel's desire to measure individual student growth in a manner that differentiates from proficiency results.
- The Observed Growth metric was recommended to meet the following standards:
  - Individual student growth should be utilized in the accountability system.
  - Student growth should be a criterion metric within the accountability system.
  - Growth should be a metric relatively independent of school performance status. The metric should have low correlation to performance. The data display should clearly illustrate both components.
  - Growth should incentivize progress toward proficiency in non-proficient students and continued growth in proficient students.
  - Growth should deter a decline in individual student performance levels.
- USED approved the extension of Indiana's ESEA Waiver for the 2014-15 school year, which included the continued use of SGP analyses one-year growth targets and an equi-percentile concordance analysis.



# Transition to Growth Option D

- Growth experts recommend 4 years of data to lock in growth baselines.
  - How will the transition to Observed Growth be handled – especially as we transition to a new assessment system?
  - Reference options presented by Damian Betebenner.
  - Will a hybrid method for calculating growth be required?
  - How will confidence in the accountability system be affected?
- What is the impact on the validity of growth in high schools during the phase out of ECAs?
- What happens if Indiana adopts a new assessment system in another 5-7 years? The baseline will have to be re-established.

# Transition to Multiple Categories

- The scale will break as we move to a new test, and a new scale will be developed.
- The Panel selected 8 performance categories (7 cuts) determined using the current ISTEP+ vertical scale.
- Key considerations:
  - Should the vertical scale be divided from 3 into 8 categories?
  - How many categories will be created without adding test items and thus increasing the length of the test?
  - Will the vertical scale withstand 7 cuts in a statistically valid way?
  - Which process should be used for deriving sub-categories (statistically derived, bookmark process, etc.)?

# Dr. Damian Betebenner

- Presentation from Dr. Damian Betebenner, guest at November 5 meeting.

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# Next Steps: Policy Considerations for the A-F Model

Board needs to weigh in on the remaining policy considerations:

- Selecting and Weighting Multiple Measures – continued discussion
- Transition Plans
- Special Student Population Considerations

# Selecting and Weighting Other Measures

- Other considerations:
  - Balanced Scorecard metrics (e.g., IREAD-3)
  - Future guidance from US Department of Education (e.g., Science)
- Future considerations:
  - School Improvement
  - Credits or on-track for graduation
  - Compliance indicators

# Selecting and Weighting Other Measures

- How should 5-year graduation rates be factored into the model?
  - The Panel has recommended the use of the four to five year rate change as an adder to the four year adjusted cohort rate.
- What weight should be given to college-and-career readiness indicators (AP, IB, dual credit, industry certification)?
  - The Panel has recommended that Graduation and CCR be weighted equally in the model.
  - The Panel has recommended that the goal of 25% not be raised at this time.

# College and Career Readiness Weighting Options

*With so many Indiana schools currently achieving the 25% goal, should the Board consider increasing the threshold for CCR indicators – for example, to 33.3%? To 40%?*

2013 % of CCR Points Awarded If Full Credit Weights Awarded					
CCR Pts	25%	30%	33.30%	40%	50%
0	8.0%	8.9%	9.3%	10.2%	10.2%
1	2.2%	3.3%	3.1%	5.8%	7.3%
2	3.5%	4.9%	5.5%	8.2%	17.7%
3	4.2%	7.1%	10.9%	17.1%	24.2%
4	82.0%	75.8%	71.2%	58.8%	40.6%



# Transition in ESEA Flexibility Waiver Considerations

- The ESEA Flexibility Waiver only addresses the use of the current model through 2014-15 school year in alignment with one year extension.
- Indiana will be applying for ESEA waiver renewal this winter.
- Peer review of the new A-F model may be required.

# Transition to Strong Technical Support and Training, Communication

- Noted on many occasions, communication to the field will be key.
- Stakeholder engagement plan should be prepared.
- Board may want to reconvene A-F Panel during public hearing process for A-F rules promulgation, and to help communicate the final approved model.

# Special Student Populations

- Special Education students
  - Fit of NCSC (alternate assessment) within new A-F model, e.g., growth calculations and targets
- English Language Proficiency students

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# Back-Up – Slides Reviewed at Prior Meeting

# Background: Weighting Proficiency and Growth

- Schools, parents and communities already have proficiency information on mandated state assessments (e.g., ISTEP+, ECA).
- Beginning with Public Law 221, enacted on a bipartisan basis in 1999, Indiana was required to place schools into performance categories based upon a combination of proficiency and improvement.
- In 2005, Indiana took steps to develop a statistically valid growth model that would allow schools to track student growth. This led to the development of the Indiana Growth Model in 2008.
- Current A-F rules, implemented for the first time for the 2011-2012 school year, utilize calculations from the Indiana Growth Model. The A-F rules emphasize proficiency, and student level growth data is reflected as either a bonus or a penalty for each school.

# Background: Weighting Proficiency and Growth

- The Accountability System Review Panel placed greater value on growth.
- The Panel has recommended Growth be weighted the same as Proficiency in the accountability system.

# What Weights Should be Given to Proficiency and Growth?

## 2013 Compared to Option DF-2 Across Different Weights of Performance and Growth

Grade	2013 Gr	50 Perf/ 50 Growth	60 Perf/ 40 Growth	70 Perf/ 30 Growth	80 Perf/ 20 Growth
A	44.1%	33.1%	31.0%	29.4%	27.4%
B	20.3%	39.7%	40.6%	40.9%	41.6%
C	17.3%	20.0%	20.7%	21.5%	22.1%
D	11.8%	5.4%	5.7%	5.9%	6.1%
F	6.5%	1.8%	1.9%	2.3%	2.7%



# What Weights Should be Given to Proficiency and Growth? Cont.

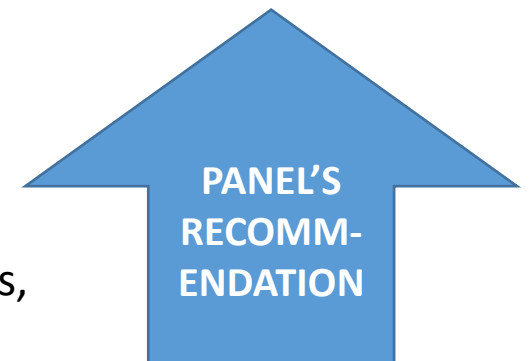
Amount of Change Comparing Performance and Growth Grade with Performance Grade Only				
Amount of Change	50 Perf/ 50 Growth	60 Perf/ 40 Growth	70 Perf/ 30 Growth	80 Perf/ 20 Growth
-2	0	0	0	0
-1	75	67	47	33
0	1181	1255	1359	1458
1	396	332	248	163
2	2	0	0	0

Amount of Change Comparing Performance and Growth Grade with 2013 Grade				
Amount of Change	50 Perf/ 50 Growth	60 Perf/ 40 Growth	70 Perf/ 30 Growth	80 Perf/ 20 Growth
-2	3	4	8	14
-1	251	284	328	376
0	951	939	903	862
1	424	405	393	378
2	25	22	22	24

# Background: Accountability Grades Since 2005

2005 Category Label	2005		2006		2007		2008		2010		2011		2012		2013		2013 DF2		2013 Category Label
	Cnt	%	Cnt	%	Cnt	%	Cnt	%	Cnt	%	Cnt	%	Cnt	%	Cnt	%	Cnt	%	
Exemplary Progress	608	41%	519	34%	506	33%	77	5%	797	50%	825	51%	667	41%	736	45%	546	33%	A
Commendable Progress	185	12%	193	13%	209	14%	465	30%	134	8%	164	10%	312	19%	334	20%	651	40%	B
Academic Progress	236	16%	284	19%	294	19%	224	14%	417	26%	323	20%	331	20%	294	18%	328	20%	C
Academic Watch	410	27%	457	30%	489	32%	268	17%	155	10%	219	14%	203	12%	183	11%	87	5%	D
Academic Probation	54	4%	59	4%	49	3%	536	34%	97	6%	81	5%	117	7%	89	5%	29	2%	F

- Schools were not placed in performance categories in 2009 as Indiana shifted from a fall test to a spring.
- Years 2005-2011 accountability was calculated using the former PL221 model.
- Years 2012-2013 accountability was calculated using the current A-F model.
- Note category labels. Years 2005-2010 labeled schools as follows: Exemplary Progress, Commendable Progress, Academic Progress, Academic Watch, and Academic Probation. In 2011 both these labels and A-F appeared on reports. Starting 2012, only A-F appeared.



# Exercise: What Distribution of Grades is Optimal?

- The Accountability System Review Panel engaged in an exercise to find acceptable distributions of grades
- Repeat exercise where each board member shares their preferred distribution of grades
- Board provides guidance to staff

# Selecting and Weighting Other Measures: Panel Review

- The Panel's recommendation for Grades 3-10 contains only elements associated with assessment results: Performance and Growth.
- The Panel has recommended continued review of additional indicators for Grades 3-10.
- Reviewed indicators include:

Science Performance  
Science Participation  
PSAT  
SAT  
Attendance  
Suspension/Expulsion Rates  
Classroom Size

Bullying Rate  
Student Engagement  
Student Sift Skills (Communication, Collaboration, Efficiency)  
Principal Effectiveness  
Teacher Effectiveness  
Parent Engagement